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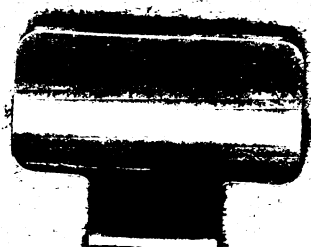
BULLETIN NO. 10

JANUARY, 1916

WAGES OF WOMEN
IN
HOSIERY AND KNIT GOODS
FACTORIES
IN
MASSACHUSETTS



BOSTON
WRIGHT & POTTER PRINTING CO., STATE PRINTERS
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APPROVED BY
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1915
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THIS BOOK

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BULLETIN

OF

MINIMUM WAGE COMMISSION.

— — —, *Chairman.*
MABEL GILLESPIE. ARTHUR N. HOLCOMBE.
ELLEN NATHALIE MATTHEWS, *Secretary.*

Bulletin No. 10.

January, 1916.

WAGES OF WOMEN IN HOSIERY AND KNIT GOODS FACORIES IN MASSACHUSETTS.

STATISTICS OF MANUFACTURE.

The art of knitting is most generally believed to have been invented in Europe at some date not earlier than the late middle ages, and is therefore of much later origin than that of weaving. Whatever country is responsible for its invention, the process was probably soon introduced into Scotland, England and France, the first known references to it being found in English laws of the fifteenth century, which show its increasing use in that country in the manufacture of hosiery or leggings, caps, gloves and similar articles of wearing apparel.¹ It was soon recognized that the elasticity of knitted fabric makes it better adapted than woven goods for garments of this nature, which are required to fit close to the body; and in consequence wherever knitting was

¹ W. Felkin, "History of the Machine-wrought Hosiery and Lace Manufactures," London, 1867, p. 16.

introduced it was rapidly adopted as the universal household art, which it has remained to the present day.

Knitting by machine was first made possible in the year 1589, when the Rev. William Lee of Nottingham invented the stocking frame. The first important addition to Lee's frame was made in 1758 by Strutt's invention of a device for knitting a ribbed web. Hand frames modeled on the principle of Lee's invention were in general use until after 1850. It is interesting to note that the first instance of the successful application of power to the stocking frame occurred in 1832 in Cohoes, N. Y., whereas in England power frames were not generally introduced until after 1845.¹

Machine knitting in its present form is largely a product of the last half century. Progress in the invention and use of automatic flat-bed and circular knitting frames has been rapid throughout this period, and this fact, together with the introduction of a large number of specialized seaming and finishing machines, has made possible a greatly increased output of machine-made knit goods of all kinds at reduced cost, while at the same time improving the quality of the product. In 1849, the first year for which statistics of manufacture of the hosiery and knit goods industry were collected for the United States government, the census returns show the existence of 85 establishments located in 10 States, with an average number of 2,325 wage earners and a total annual output valued at about a million dollars. Within the next ten years, a period which marks the rapid development of technical improvements and the widespread introduction of power machinery, the number of factories more than doubled, while the average number of wage earners increased almost four times and the value of the product six times. As shown by the following tables the industry has developed steadily though somewhat irregularly up to the present time, its growth during the last thirty years being more rapid than that of any other of the textile industries. The increase in output has been accompanied by a still greater increase in per capita consumption of the domestic product, the expenditure per capita for

¹ United States, eighth census, Vol. 3, p. xliii.

knit goods in the year 1905 being \$1.77, while in 1880 it was only 74 cents, an increase which occurred entirely in goods of American production.¹

Manufacture of Hosiery and Knit Goods,² United States, 1849-1909.³

YEAR.	Number of Establishments.	Wage Earners (Average Number).	Wages.	Cost of Materials.	Value of Products.	Value added by Manufacture.
1909,	1,374	129,275	\$44,740,223	\$110,241,053	\$200,143,527	\$89,902,474
1904,	1,144	104,092	31,614,607	76,789,348	137,076,454	60,287,106
1899,	1,006	83,691	24,434,497	51,195,330	95,833,692	44,638,362
1889,	824	59,774	16,613,970	35,949,865	67,446,788	31,496,923
1879,	398	30,699	6,839,195	15,449,991	29,613,581	14,163,590
1869,	248	14,788	4,429,085	9,835,523	18,411,564	8,575,741
1859,	197	9,103	1,661,972	3,202,317	7,280,606	4,078,289
1849,	85	2,325	360,336	415,113	1,028,102	612,989

Increase in Value of Product, Hosiery and Knit Goods,⁴ 1849-1909.

YEAR.	Value of Product.	Amount of Increase.	Per Cent. of Increase.
1909,	\$200,143,527	\$104,309,835	108.8
1899,	95,833,692	28,386,904	42.1
1889,	67,446,788	37,833,207	127.8
1879,	29,613,581	11,202,017	60.8
1869,	18,411,564	11,130,958	152.9
1859,	7,280,606	6,252,504	608.2
1849,	1,028,102	-	-

¹ "Considering the great decrease in the cost of production and the selling price it is probably not making an exaggerated estimate to assert that the people of the United States purchased from three to four times as much machine-knit apparel, in quantity, per capita [in 1905], as they did twenty-five years ago." — United States Census of Manufactures, 1905, Bulletin 74, p. 71.

² Including both power and hand-knit goods. "In addition, hosiery and knit goods to the value of \$2,975,749 were made by establishments engaged primarily in the manufacture of boots and shoes, rubber; clothing, men's, including shirts; clothing, women's; cotton goods, including cotton small wares; gloves and mittens, leather; hats and caps, other than felt, straw, and wool; millinery and lace goods; silk and silk goods, including throwsters; and woolen, worsted and felt goods, and wool hats." United States, thirteenth census, Vol. VIII., p. 393.

³ *Ibid.*, p. 393.

⁴ Computed from Table 64, United States, thirteenth census, Vol. VIII., p. 393.

According to the census figures for 1909,¹ New York and Pennsylvania take the lead in the knit goods industry, producing, respectively, 33.5 per cent. and 24.8 per cent. of the value of the total product for the United States. Massachusetts stands third, with 7.4 per cent. With respect to the nature of the goods manufactured, New York specializes largely in underwear, which in 1909 constituted 64 per cent. of the total value of knit goods produced in that State, while hosiery constituted 62.1 per cent. of the Pennsylvania product. Massachusetts can hardly be said to specialize in any one line, although underwear constituted 54.9 per cent. of the knit goods produced there in the year 1909.² In 1913, according to the figures given by the Massachusetts Bureau of Statistics, there were 65 establishments in the State, employing an average number of 10,739 persons, of whom 7,807, or 72.7 per cent were women, and producing goods to the value of \$16,693,510. Statistics for the years 1914 and 1915, showing the effect of the European war upon the knit goods industry in this State, are not yet available. That the export business of this industry has been greatly increased during the last year is shown by the fact that for the nine months ending Sept. 15, 1915, exports of knit goods from the United States totaled \$12,181,384, while the figures for the corresponding period of the year 1914 were \$1,927,619, and in 1913, \$2,040,934.³

¹ United States, thirteenth census, Vol. VIII., pp. 722, 723.

² Computed from United States, thirteenth census, Vol. IX., pp. 831, 1070, and 514.

³ United States, Department of Commerce, Monthly Summary of Foreign Commerce of the United States, September, 1915, p. 29.

*Manufacture of Hosiery and Knit Goods by States.*¹

STATE.	Number of Estab- lishments, 1910.	Number in Industry.	Capital.	Value of Products.
Alabama,	6	634	\$627,282	\$591,000
California,	6	316	515,170	451,970
Connecticut,	21	3,524	6,463,632	5,800,692
Delaware,	4	508	288,941	448,987
Georgia,	22	2,880	3,269,652	3,232,623
Illinois,	43	3,141	5,115,992	5,946,737
Indiana,	5	2,032	2,405,786	2,381,219
Iowa,	4	279	420,276	325,500
Maine,	5	56	128,593	78,586
Maryland,	11	1,062	929,500	1,172,325
Massachusetts,	65	10,287	12,477,388	14,736,025
Michigan,	35	2,818	3,734,803	4,029,105
Minnesota,	10	1,200	1,978,729	2,242,694
New Hampshire,	21	3,223	3,529,826	4,764,119
New Jersey,	37	2,658	3,489,294	3,810,241
New York,	360	37,673	52,582,240	67,130,296
North Carolina,	62	5,361	5,164,117	5,151,692
Ohio,	39	3,412	4,407,562	6,433,431
Pennsylvania,	464	40,248	38,989,088	49,657,506
Rhode Island,	17	1,849	2,878,478	3,865,792
South Carolina,	7	864	755,398	655,340
Tennessee,	22	3,229	3,054,790	3,565,436
Utah,	11	212	314,224	419,229
Vermont,	8	974	1,752,780	1,745,670
Virginia,	11	1,780	1,093,087	2,462,787
Wisconsin,	61	4,659	6,183,128	7,843,389
All other States, ²	17	1,251	1,094,415	1,201,136

¹ United States, thirteenth census, Vol. VIII., pp. 722, 723.² All other States embrace: Colorado, 1 establishment; Idaho, 1; Kansas, 1; Kentucky, 2; Louisiana, 1; Mississippi, 1; Missouri, 2; Nebraska, 1; Oregon, 1; Texas, 1; Washington, 3; and West Virginia, 2.

Statistics of Manufacture (Hosiery and Knit Goods).

	CENSUS RETURNS FOR 1909. ¹		Statistics of Manu- factures for 1913, Massachu- setts.
	United States.	Massachu- setts.	
1. Number of establishments,	1,374	65	65
2. Capital,	\$163,641,171	\$12,477,388	\$14,660,406
3. Value of products,	\$200,143,527	\$14,736,025	\$16,693,510
4. Value added by manufacture (product less cost of material),	\$89,902,474	\$7,764,419	\$7,884,426
5. Cost of materials used, including fuel and rent of power,	\$110,241,063	\$6,971,606	\$8,809,084
6. Expense (rent, tax, contract, other),	\$13,056,880	\$945,284	— ²
7. Salaries,	\$7,691,457	\$516,073	— ²
8. Wages,	\$44,740,223	\$3,854,828	\$4,813,407
9. Total cost,	\$175,729,583	\$12,287,791	— ²
10. Value of product less total cost,	\$24,413,944	\$2,448,234	— ²
11. Employees: —			
Number of salaried officials and clerks,	5,721	309	— ²
Average number of wage earners employed during the year,	129,275	9,941	10,739
Male, 16 years of age and over, December 15,	37,419	4,284	2,671 ³
Female, 16 years of age and over, December 15,	88,183	5,549	6,758 ³
Female, under 16 years of age, December 15,	7,892	326	1,264 ⁴

¹ United States, thirteenth census, Vol. VIII., pp. 524, 525, 722, 723.² Not taken by the Massachusetts Bureau of Statistics.³ This is the number of employees eighteen years of age and over, December 13.⁴ This is the number of employees under eighteen years of age, December 13.

*Manufacture of Hosiery and Knit Goods in Massachusetts, 1909-13.*¹

YEAR.	Estab-lish-ments.	Capital invested.	Value of Stock and Materials used.	Amount of Wages paid during the Year.	Average Yearly Earnings.	WAGE EARNERS EMPLOYED.						Value of Product.
						AVERAGE NUMBER.				Smallest Number.	Greatest Number.	
						Females.		Both Sexes.				
						Males.	Females.					
1909,	- ²	- ²	9,935	9,620	10,392	\$14,724,119		
1910,	\$396.20	2,662	6,950	9,612	10,454	8,471	14,237,717	
1911,	395.10	2,829	6,810	9,639	10,826	8,476	14,682,459	
1912,	432.57	3,047	7,087	10,134	10,956	8,976	16,067,694	
1913,	448.22	2,932	7,807	10,739	12,099	8,935	16,693,510	

¹ Massachusetts Statistics of Manufactures, 1909-13.

² No figures given.

METHOD AND SCOPE OF THE INVESTIGATION.

The field work for the study of the wages of women in the hosiery and knit goods industry was carried on in the months of September, October and November, 1915. The study included 27 establishments situated in 15 cities and towns, and selected in such a manner as to be as nearly representative as possible of the several branches of the industry and of the different localities in which it is centralized. Agents of the Commission covered almost all of the important knitting centers of the State, since in addition to the above they visited 19 other establishments. Of these latter firms it was found that 9 had gone out of business or had changed hands within the last year, 5 did not at present manufacture knit goods, 3 employed only one or two women, while the remainder did not keep their pay records in such a form as to be available for the purposes of the Commission.

In each of the 27 establishments studied a transcript of the pay-roll records for each female employee was taken for a period covering the fifty-two weeks preceding the date of the initiation of the investigation. In the case of 18 factories the pay-roll data included the record of the number of hours worked each week. In as many cases as possible schedules were also filled out by the women workers themselves, in order that the Commission might have available such information as age, marital condition, living arrangements and length of experience. An inspection of the premises was also made for the purpose of studying the occupations. The results of the analysis of the schedule material will be found in the section entitled "Analysis of the Wage Situation."

In accordance with the duties of the Commission as prescribed by statute the inquiry has been limited to ascertaining wages and also, where possible, rates of payment and hours of labor for the various occupations, with such other matters as are most intimately connected with the subject of wages. This procedure has necessitated the omission of many subjects which might have proved both interesting

and valuable as matters of public knowledge in connection with the wage situation. For example, the matters of overtime, sanitation, accidents and more detailed information as to the living arrangements and expenses of the women employees have a definite bearing on the matter of wages in any given employment. Moreover, certain of these matters are under the jurisdiction of other boards and commissions in this State, and information concerning them appears from those sources from time to time. Consequently, the material gathered by the Commission is limited in scope and comprises only the data which in the experience of the Commission have proved to be most pertinent and useful in the attempt to improve the wage situation.

THE PROCESS OF MANUFACTURE.

Winding. — The raw material ordinarily comes to the knitting mill in the form of silk, woolen or cotton yarn, wound in skeins or on bobbins. Since one of the most important requirements in the production of knit goods is the free and even presentation of the yarn to the knitting machine, it is usually found necessary to rewind it upon larger cone-shaped spools known as winder-bobbins. The winding machine is equipped with two rows of spindles which revolve automatically, one composed of the cops or skeins which are to be unwound and the other of the cones which are later to be transferred to the knitting machine. Since these machines are practically automatic, the work of the winders, who are usually women, requires but little skill, and consists in replacing empty cops and filled cones and in watching for breaks in the yarn and tying the ends together.

Knitting. — Two principal types of knitting machines are in use, — the "flat-bed" and the "circular." The flat-bed machine takes its name from the fact that the frame is flat and the fabric produced a flat web which must be seamed to be finished. These machines are now fitted with automatic devices for "fashioning," that is, narrowing and widening the web in order to produce a shaped fabric. This type of machine, the largest of which knit from 18 to 20 stockings at a time, is used mainly for the better grades of hosiery and

underwear, the articles produced being termed "full-fashioned." Goods made on the circular machines, which knit a tubular web, are less expensive to make up, but they are usually inferior in shape and elasticity to the full-fashioned product. The process of machine knitting is in principle similar to that of hand knitting or crocheting; small metal needles automatically loop the yarn so as to produce a mesh of the desired size, elasticity and texture. In the manufacture of women's seamless hose the entire leg and foot are usually knit in one piece. Where the stocking has a ribbed top, as in the case of men's and children's hose, the ribbed portion is knit first upon a machine equipped with a double set of needles, one of which forms the face and the other the back of the webbing. The fabric is then cut into the desired lengths by hand or by a machine operated by a foot or hand lever, the operators in charge of this work being known as rib cutters. The top is then transferred stitch by stitch onto the needles of the footing machine, which knits the rest of the stocking directly onto the ribbed top. The leg and foot are thus knit in one seamless piece except that a small opening across the toe remains to be joined in another operation known as looping. On the machines of the flat-bed or Cotton type, upon which all the finer grades of hosiery are knit, the fabric is fashioned by the process of transferring the loops from the end needles a certain number of stitches towards or away from the center of the web, according to whether the goods are to be narrowed or widened. The leg is knit first from the top or widest part to the ankle, and then transferred to another machine which knits the foot web. The process of transferring is in some cases performed by a special group of operatives, but more often it is undertaken by the knitters who are in charge of the footing machines. The tubular webbing used almost exclusively in the manufacture of underwear and sweaters is produced on circular frames similar in operation to those used in the production of seamless hosiery. Full-fashioned machines are used for making sleeves and other shaped pieces for high-grade underwear. Both men and women operate circular and flat-bed machines, but in

general the larger flat-bed hosiery frames are run by men while the circular machines, with the exception of the large ones used in the production of sweaters, are usually in charge of women. These women watch from three to six machines, seeing that the bobbins are full of thread, that broken needles are replaced, and the thread fed evenly into the machine. Knitters, like winders, are obliged to stand or walk about while engaged in their work.

Looping. — Looping is a process by which edges are joined together in a seam which is almost imperceptible. Although sometimes used in the manufacture of high-grade underwear, for such purposes as making the shoulder seam or attaching the cuff to the sleeve, it is a process which plays a far more important part in the hosiery mill, since it is the sole method used in closing up the opening at the toe of the stocking. In full-fashioned hosiery the heel must also be looped. The looper consists of a continuously revolving metal disc, equipped with a row of needles around the outer edge. The two edges to be joined together are fitted stitch by stitch over each other upon the points of the disc, which is large enough to hold about a dozen stockings at a time. As the disc revolves, the two fabrics are joined together by the thread carried by a needle which passes in turn through each pair of loops, a knife trims the raw edges above the seam, and a brush cleans the seam smooth. As the stocking is brought around again before the operator she cuts the thread uniting it to its neighbor, and the finished article drops into a basket, leaving space for the adjustment of a new stocking. Looping is the most skilled occupation in which women are employed in stocking factories. The operator sits at her work, which is located in the lightest and often the most comfortable part of the factory, but which under the best conditions involves a considerable strain upon the eyes.

Dyeing. — Full-fashioned hosiery is usually dyed in the yarn, while cheaper grades are knit "in the grey," and are dyed after the completion of the looping process. The bleaching is done with peroxide or by an electrical process, colored stockings being washed and bleached before they are

dyed. They are then dried either by steam or in an extractor. The webbing used in the manufacture of underwear goes direct from the knitters to the bleaching room. After the bleaching process it is dried by being run over steam-heated tubes. Men only are employed in the occupations of dyeing and bleaching.

Boarding. — In order to shape hosiery and certain kinds of underwear the articles are boarded, that is, drawn while damp over a shaped board and dried in a hot oven. Boarding is hot and heavy work and is usually done by men.

Cutting. — After the knit goods come from the bleaching rooms they go to the hands of the cutters. The material to be used in the manufacturing of underwear is piled in layers, and with the use of a pattern the garment is cut out by shears or a power-driven cutting machine. As a rule, men guide the power machines, although some women are employed at this work as well as at the lighter processes of cutting by hand and in "rib-cutting," described above.

Machine Seaming and Finishing. — The seaming and finishing processes on underwear and full-fashioned hosiery include a number of varied operations, each usually performed by a separate worker who operates a machine especially designed for the work in hand. For full-fashioned hosiery the process consists in seaming the foot and back of the leg. For underwear the sides must be seamed, and "reseamed" or overcast, sleeves and gussets set in, and cuffs stitched on. Finishing processes include finishing necks and fronts, stitching on straps, tapes, bands and facings, making buttonholes and eyelets, and putting on buttons. The power-driven sewing machines used for these processes are always operated by women, whose work is similar to that of machine operators in other garment factories.

Hand Finishing and Embroidery. — On the highest priced goods many of the finishing and decorating processes are performed by operators who sew, embroider or crochet by hand. In the manufacture of sweaters the sleeve is sometimes crocheted into the body, while the buttons and hooks are sewn on and the collar and cuffs overcast by hand.

Taping. — Another unskilled hand process is the running of tapes into the crocheted edging at the neck and armholes of women's and children's underwear.

Mending. — The first inspection of both hosiery and underwear is usually made by menders, who go over the goods for the purpose of locating and repairing any damaged spots which can be mended.

Inspecting. — After passing through the hands of the menders the articles are usually reinspected, sometimes by the same workers, who fold them preparatory to pressing.

Pressing. — Articles to be pressed are laid in piles between sheets of pasteboard and placed in a hand or power press in order to give them a smooth and finished appearance. Both men and women are engaged in this occupation.

Folding and Boxing. — After being pressed the goods go to the final group of operatives, — women who make a last examination of each article as it is folded and packed with others for shipment.

Miscellaneous processes in connection with the manufacture of hosiery and knit goods include *turning*, or jerking right side out the stockings as they come from the knitting machine; *marking*, or *stamping* the size, number or trade-mark upon the finished article; *marking* the location of buttons; *buttoning* shirts; *pairing*, or mating stockings in sets of two of a kind; *giving out work*; *measuring threads*; and *general floor work*.

METHOD OF TREATING WAGE MATERIAL.

In the preparation of the material for tabulation all records of persons who appeared on the pay roll for less than four weeks out of the fifty-two under consideration were thrown out. This was done in order that the conclusions reached might apply only to workers who could legitimately be considered a part of the normal working force of the industry. Records for forewomen, clerical workers and scrub women were also excluded.

In computing weekly earnings and hours worked each

week for individual workers the procedure for each individual was as follows: the sum of all payments made during the fifty-two-week period — that is, the girl's total income from her work for the year — was found. This sum was divided by the number of weeks during which she was actually at work, as indicated by the number of weekly payments made to her. Where the weekly pay roll showed a record of time worked for which no wages were paid, the week in question has been counted as a week actually worked. In this way the average weekly earnings of each employee for the time she was at work in the occupation under consideration were ascertained. A corresponding procedure was adopted in treating hours of work. The number of hours recorded during the fifty-two-week period was totaled, and this sum divided by the number of weeks for which hours were recorded. In cases where hours were given for only a small and unrepresentative portion of the total number of weeks worked, the item of hours was excluded from tabulation as not accurately indicating the actual weekly average of hours worked throughout the entire period of employment. It should be noted that the amounts paid were not always the equal of a full week's work. Since the wage records rarely show the cause of short hours and small payments, it is impossible to avoid a slight inaccuracy in the analysis of earnings, due to the fact that in some cases girls enter and leave the factory in the middle of a week, and a few of these may therefore appear to receive a lower average weekly wage than they actually do. This misinterpretation is unavoidable, since the Commission has made it a rule to present the pay-roll figures as found, without omissions or additions due to interpretations of its own.

ANALYSIS OF THE WAGE SITUATION.

Table 1, (a) and (b), shows the weekly earnings, classified according to occupations, of the 3,460 women for whom wage data were obtained. Of the total number two-fifths (40.7 per cent.) earned less than \$6 a week, while about three-quarters (74.3 per cent.) earned less than \$8 a week. Two-thirds (65.7 per cent.) fall into the groups earning between \$5

and \$8. The lowest paid occupations, rated according to the percentage of those earning under \$6, are rib-cutting and taping, with 75 per cent. and 73.1 per cent., respectively, both of them being unskilled occupations in which only a small number of women are engaged. Of the occupations employing large numbers of women, those for which the lowest weekly earnings are recorded are knitting, winding and hand finishing, in each of which groups almost half of the workers received less than \$6. The most highly paid of the specified occupations, rated according to the percentage earning \$8 or more, are cutting (50 per cent.), machine seaming and finishing (34.3 per cent.) and folding and boxing (31.8 per cent.). The largest occupational class, the machine operators, comprises a number of distinct groups of workers performing dissimilar operations which require different degrees of skill. These had to be grouped together because of the fact that in a number of establishments all machine operators are classed together as "stitchers" without further specification. Table 1 (c) shows the 427 machine operators whose occupations are further specified grouped, according to average weekly earnings, in the two main divisions of seamers and finishers. Wages in the two groups parallel each other closely, although there are more high-paid and fewer low-paid persons employed in the finishing operations.

Out of the total number of 3,460 women whose records were tabulated, 2,987, or 86.3 per cent., were pieceworkers or time workers for whom only hourly rates were available. Persons paid according to time rates are in this industry restricted to a few unrepresentative occupations, and for this reason a table showing the weekly rates of payment for the small number for whom such data were available has not been prepared, since it would be in no way comparable with the tables showing weekly earnings for the total number of women employed in the industry.

According to Table 2, which shows the total income received by each worker for the time employed during the fifty-two-week period in the establishments investigated, it will be seen that the largest single group, consisting of 944 individuals, or 27.3 per cent. of the total number, earned less

than \$100 a year, while 1,800, or 52 per cent., earned less than \$250. Thus, computed on a fifty-two-week basis, over a quarter earned an average wage of less than \$2 a week, while over half earned less than \$5. Only 583, or 16.8 per cent., earned over \$400, \$416 being the annual income of a worker receiving a weekly wage of \$8 who has steady employment. Since this study has been limited to the pay-roll data as presented by individual establishments in the knit goods industry, and no information is available regarding the complete industrial record for the individual workers for the fifty-two-week period, it is not possible to state to what extent this condition of low annual earnings is due to employment in other establishments or industries, and to what extent to actual unemployment. Undoubtedly a considerable amount, especially in the smaller towns where industrial openings are few, is due to the latter cause. The question of how much of the unemployment is voluntary with the workers, and how much due to their being laid off during dull seasons and to the lack of opportunity for employment, is another matter concerning which the Commission has no accurate information.

An analysis of the weekly wages paid by different establishments is presented in Table 3, which shows the wide divergence in actual earnings, not only in different branches of the industry, but also between individual establishments manufacturing the same general lines and grades of goods. The firms manufacturing underwear in general paid considerably higher wages than those producing hosiery, sweaters and miscellaneous products, only 26 per cent. of the women employed in underwear factories receiving less than \$6 a week, as against 48.4 and 49.4 per cent. in the two other groups, respectively, and 40.7 per cent. in the industry as a whole. Among the underwear firms the number receiving less than \$6 a week varies from 6.2 to 60.2 per cent., while the number receiving over \$9 varies from 2.3 to 65.4 per cent. It will be noted that similar extreme variations exist in the case of the hosiery concerns ranging from establishment No. 5, where 73.2 per cent. received under \$6, to establishment No. 1, where the corresponding figure is only

27.6 per cent. The firms manufacturing sweaters and miscellaneous products have still lower wages, rated according to the number receiving less than \$6, and also show a wide variation between individual firms, the number receiving less than \$6 ranging from 88.9 and 90 per cent. to 15 and 17.9 per cent. These differences in the wage scales of the individual factories can be accounted for in part by the fact that the industry is so far subdivided that each individual establishment makes only one special line of goods, and is therefore affected by trade and labor conditions which do not necessarily influence other firms in the same branch of the industry even if situated in the same locality.

One of the most important causes of the variations in wages paid in different establishments is revealed by Table 4, which presents the data regarding the average number of hours worked per week by women employed in 18 of the 27 establishments studied. This table shows that in general the establishments in each group having the largest number of female employees who receive an average wage of under \$6 are recorded as having the shortest average running time, whereas the establishments paying the highest wages work their employees for the longest number of hours. Among the underwear firms, for example, in establishment No. 8, which is recorded as paying the lowest wages, 91.9 per cent. of the employees worked an average of less than thirty-eight hours per week, while in the most highly paid establishments for which hourly records were available it will be seen that no employees, or only a very small percentage, worked less than thirty-eight hours. The same is true of the hosiery firms, thereby explaining the wide divergence between the average weekly earnings in firms known to manufacture almost exactly similar lines of goods. However, while differences are so great between individual firms, the average running time for the three main divisions of the industry present far less variation from each other and from the figures for the industry as a whole.

The relation between low wages and short hours of labor is further indicated by Table 5, (a) and (b), which shows the workers in the different wage groups classified according to

the average number of hours worked per week. Data regarding hours of labor are of especial value in the study of this industry because of the unusually large percentage of workers — over two-thirds of the total number studied — for whom records of hours were available.

According to Tables 6 and 7, which analyze the fluctuation of employment according to occupation and establishment, 7.5 per cent. of the total number of women included in the study found employment for the whole year, 37.5 worked eleven months, while over half (51.9 per cent.) were employed for nine months. The variation in steadiness of employment between the different occupations is not strikingly marked, cutting and mending ranking highest, boarding, taping, pressing and winding ranking lowest, while those occupations most characteristic of the industry, — knitting, looping and machine operating, — run close to the average for the industry as a whole. Table 7 shows that in the period under consideration the underwear factories provided the most steady work for their employees, 43.8 per cent. of whom worked over eleven months, and 61.8 per cent. over nine months. The figures in the hosiery firms closely approximate those for the industry as a whole, while the sweater and miscellaneous establishments, which produce goods of a more seasonal character than either of the two other groups, afford steady employment to a much smaller proportion of their employees. There is a considerable variation between different establishments, and in certain instances it is possible, as in the case of establishments Nos. 7, 13, 16, 22 and 25, to trace a relation between wages and duration of employment. In other cases, however, such as that of most of the stocking firms, steadiness of employment seems to bear little relation to the wage factor.

Diagram I shows in graphic form the per cent. of the total number of women included in the investigation who were employed in each week of the year in the three branches of the industry. The curve shows no marked seasonal fluctuation for the industry as a whole, the general depression in the month of July indicating the vacation period rather than slack business. Steadiness of employment is less marked in the manufacture of sweaters and miscellaneous goods than in

the other lines, a fact which can be explained by the greater seasonal demand of this branch of the business, as well as by the fact that the firms manufacturing these lines are in most cases smaller and less well organized than the hosiery and underwear establishments.

We see from Table 8, (a) and (b), that this industry follows the general tendency to employ women between the ages of sixteen and thirty-five. Of the 1,680 women for whom information regarding wages was available, 1,390, or 82.7 per cent., were at this period of life; 832, or 49.5 per cent., being between eighteen and twenty-five years old. The figures indicate a general tendency for earning capacity to increase with years up to the age of forty.

Of those persons for whom the Commission secured data regarding living conditions (Tables 10 and 11), 178, or 10.6 per cent., lived away from home, that is, in lodging or boarding houses. The rest either lived at home or with relatives, many of them contributing to the household expenses, and some undoubtedly partially or wholly responsible for the support of other members of their family as well as of themselves. Table 10 shows that 33.7 per cent. of the girls living at home earn under \$6, while only 24.5 per cent. of those away from home fall in these wage groups.

SUMMARY OF ANALYSIS.

A summary of the results of the investigation into the wages of women in the hosiery and knit goods industry shows that of the total number employed during the fifty-two-week period included in the study, 40.7 per cent. earned less than \$6 a week and 27.3 per cent. earned less than \$100 a year. The records show a low average for hours of employment, 56.7 per cent. working less than forty-two hours per week. This situation is doubtless due somewhat to the unsettled trade conditions resulting from the European war. That this industry is not markedly seasonal in character is shown by the fact that 51.9 per cent. have employment for over nine months of the year. Out of the total number for whom data regarding living conditions were obtained, 10.6 per cent. were recorded as living away from home.

TABLE 1 (a). — *Average Weekly Earnings: by Occupations.*

OCCUPATIONS.	NUMBER AND PER CENT. OF WORKERS EARNING —																	
	UNDER \$3.		\$3 AND UNDER \$4.		\$4 AND UNDER \$5.		\$5 AND UNDER \$6.		\$6 AND UNDER \$7.		\$7 AND UNDER \$8.		\$8 AND UNDER \$9.		\$9 AND OVER.		TOTAL.	
	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.		
Machine sewing and finishing,	32	4.1	37	4.7	87	11.1	107	13.7	132	16.9	119	15.2	121	15.5	147	18.8		782	100
Knitting,	43	6.1	79	11.2	92	13.1	123	17.8	135	22.1	131	18.7	99	13.4	98	2.6	702	100
Leaving and transferring,	15	3.9	27	7.1	51	13.5	65	17.1	70	18.4	68	17.9	54	14.2	30	7.9	380	100
Winding,	7	2.5	28	10.0	39	13.9	60	21.3	75	26.1	29	10.3	25	8.9	33	6.4	231	100
Unwinding,	14	8.5	16	9.8	13	7.9	21	12.8	19	17.3	26	15.9	21	12.8	24	14.6	164	100
Pressing,	1	.7	7	5.2	17	12.6	31	23.0	18	13.3	26	19.3	9	6.6	26	19.3	135	100
Hand finishing and embroidery,	4	3.1	9	7.0	18	14.1	30	23.4	22	17.2	17	13.3	17	13.5	15	11.7	128	100
Folding and boxing,	2	1.8	4	4	6	5.4	15	13.6	27	24.5	17	15.5	13	10.2	18	16.4	110	100
Cutting,	—	—	1	2.1	3	6.3	4	8.3	10	20.8	6	12.5	7	14.6	17	35.4	48	100
Pressing,	—	—	2	5.4	2	6.4	12	32.5	7	18.9	5	13.5	5	13.5	1	3.4	37	100
Boards,	—	—	1	2.1	8	27.6	8	27.6	8	27.6	3	10.4	3	11.5	1	3.4	29	100
Taping,	1	3.4	3	10.4	8	27.6	4	13.8	—	—	1	3.9	3	11.5	—	—	26	100
Rib-cutting,	2	8.3	1	4.2	7	29.2	6	23.1	4	16.7	2	8.3	—	—	11	3.5	317	100
Miscellaneous,	20	6.3	37	11.7	58	18.3	65	20.5	51	16.1	41	12.9	34	10.7	—	—	297	100
Occupation not specified,	4	1.3	1	.3	14	4.7	26	8.8	25	8.4	40	13.5	54	18.2	133	44.8	—	—
Total,	146	4.2	263	7.6	420	12.2	579	16.7	633	18.3	531	15.4	423	12.2	465	13.4	3,460	100

TABLE 1 (b). — *Average Weekly Earnings: by Occupations (Cumulative).*

OCCUPATIONS.	PER CENT. OF WORKERS EARNING —									
	Under \$3.		Under \$4.		Under \$5.		Under \$6.		Under \$7.	
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.		
Machine seaming and finishing,	4.1	8.8	19.9	33.6	50.5	65.7	81.2	18.8		
Knitting,	6.1	17.4	30.5	48.3	70.4	89.0	97.4	2.6		
Looping and transferring,	3.9	11.1	24.5	41.6	60.0	77.9	92.1	7.9		
Winding,	2.5	12.5	26.3	47.7	74.4	84.7	93.6	6.4		
Inspecting,	8.5	18.3	26.2	39.0	56.7	72.6	85.4	14.6		
Mending, . . . . .	.7	5.9	18.5	41.5	54.8	74.1	80.7	19.3		
Hand finishing and embroidery,	3.1	10.2	24.2	47.7	64.8	78.1	88.3	11.7		
Folding and boxing,	1.8	9.1	14.5	28.2	52.7	68.2	83.6	16.4		
Cutting,	—	2.1	8.3	16.7	37.5	50.0	64.6	35.4		
Pressing,	—	5.4	10.8	43.2	62.2	75.7	89.2	10.8		
Boarding,	3.4	13.8	41.4	55.2	82.8	93.1	96.6	3.4		
Taping,	3.8	30.8	50.0	73.1	73.1	76.9	88.5	11.5		
Rib-cutting,	8.3	12.5	41.7	75.0	91.7	100.0	100.0	—		
Miscellaneous,	6.3	18.0	36.3	56.8	72.9	85.8	96.5	3.5		
Occupation not specified,	1.3	1.7	6.4	15.2	23.6	37.0	55.2	44.8		
Total,	4.2	11.3	24.0	46.7	59.0	74.3	86.6	13.4		

TABLE 2. — *Annual Earnings: by Occupations.*

OCCUPATIONS.	NUMBER OF WORKERS WITH ANNUAL EARNINGS OF —										Total.
	Under \$100.	\$100 and under \$150.	\$150 and under \$200.	\$200 and under \$250.	\$250 and under \$300.	\$300 and under \$350.	\$350 and under \$400.	\$400 and under \$450.	\$450 and under \$500.	\$500 and over.	
Machine sewing and finishing,	212	67	49	52	71	83	87	64	41	56	782
Knitting,	187	57	72	74	90	100	82	33	6	1	702
Looping and transferring,	100	33	29	21	52	32	39	34	13	7	380
Winding,	94	32	31	32	23	26	16	17	5	7	281
Inspecting,	55	14	17	16	11	13	21	16	2	9	164
Mending,	29	12	11	11	13	17	17	12	8	5	136
Hand finishing and embroidery,	41	15	10	13	16	16	13	9	2	4	128
Folding and boxing,	23	11	10	8	8	16	9	11	8	6	110
Cutting,	8	5	4	4	2	5	5	8	4	7	48
Pressing,	10	8	2	2	3	5	3	1	2	1	37
Boarding,	14	2	4	2	—	4	2	1	—	—	29
Taping,	14	1	—	4	1	1	1	1	2	1	26
Rib-cutting,	8	1	—	3	7	3	1	—	9	—	34
Miscellaneous,	114	24	25	31	38	26	27	20	6	4	317
Occupation not specified,	35	21	11	14	21	20	29	50	62	44	297
Total,	944	303	266	287	356	370	351	277	184	182	3,400

TABLE 3. — *Average Weekly Earnings: by Establishments (Cumulative).**Hosiery.*

ESTABLISHMENTS.	PER CENT. OF WORKERS EARNING —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
No. 1,	3.4	8.9	14.7	27.6	47.4	71.2	92.8	7.2
No. 2,	8.1	16.8	35.1	57.0	75.1	89.9	96.3	3.7
No. 3,	2.6	9.7	25.3	56.2	82.1	95.5	99.4	.6
No. 4,	3.1	8.7	19.3	35.4	49.6	67.3	80.3	19.7
No. 5,	9.2	33.5	56.9	73.2	92.1	98.7	100.0	—
No. 6,	2.0	15.2	29.3	49.5	66.7	84.8	96.0	4.0
Total,	5.1	14.6	23.3	48.4	67.3	84.0	94.1	5.9

Underwear.

No. 7,	1.3	1.7	6.4	15.2	23.6	37.0	55.2	44.8
No. 8,	9.1	21.0	38.6	60.2	81.3	93.2	97.7	2.3
No. 9,	—	2.0	5.2	20.9	37.3	60.1	79.7	20.3
No. 10,	1.6	8.1	20.3	29.3	47.2	63.4	82.9	17.1
No. 11,	1.0	2.9	9.6	20.2	50.0	70.2	85.6	14.4
No. 12,	—	2.2	8.8	22.0	33.0	54.9	78.0	22.0
No. 13,	—	1.2	4.9	6.2	9.9	19.8	34.6	65.4
No. 14,	3.1	7.7	20.0	40.0	64.6	76.9	87.7	12.3
No. 15,	—	5.8	13.5	25.0	34.6	53.8	75.0	25.0
No. 16,	—	2.1	6.4	10.6	27.7	44.7	66.0	34.0
No. 17,	7.7	11.5	19.2	26.9	42.3	65.4	73.1	26.9
Total,	2.2	6.0	14.0	26.0	41.3	57.5	73.6	26.4

Sweaters, Athletic Goods and Miscellaneous Products.

No. 18,	1.4	9.4	25.4	45.7	68.8	82.6	94.2	5.8
No. 19,	3.9	16.3	31.7	47.1	63.5	76.0	89.4	10.6
No. 20,	11.3	26.3	48.8	71.3	87.5	93.8	98.7	1.3
No. 21,	—	1.5	4.8	25.4	59.7	74.6	85.1	14.9
No. 22,	33.3	62.2	86.7	88.9	95.6	97.8	97.8	2.2
No. 23,	—	—	—	17.9	50.0	64.3	78.6	21.4
No. 24,	—	10.0	55.0	90.0	100.0	100.0	100.0	—
No. 25,	—	—	5.0	15.0	80.0	85.0	90.0	10.0
No. 26,	12.5	12.5	12.5	31.3	37.5	50.0	75.0	25.0
No. 27,	—	—	16.7	33.3	50.0	50.0	100.0	—
Total,	6.1	16.0	31.3	49.4	71.2	81.7	91.3	8.2
Total of all establishments.	4.2	11.8	24.0	40.7	59.0	74.3	86.6	13.4

TABLE 4. — *Hours of Labor: by Establishments (Cumulative).**Hosiery.*

ESTABLISHMENTS.	PER CENT. OF WORKERS WORKING —							
	Less than 30 Hours.	Less than 34 Hours.	Less than 38 Hours.	Less than 42 Hours.	Less than 46 Hours.	Less than 50 Hours.	Less than 54 Hours.	54 Hours and over.
No. 1,	2.4	3.6	8.5	19.6	50.8	85.7	100.0	—
No. 2,	2.5	3.7	25.7	79.0	93.3	97.0	100.0	—
No. 3,	5.2	19.9	45.6	87.3	97.7	100.0	100.0	—
No. 4,	2.0	11.2	31.9	57.8	82.1	98.0	100.0	—
No. 6,	5.1	14.1	23.2	54.5	75.8	92.9	100.0	—
Total,	3.1	9.0	25.9	58.8	79.2	94.4	100.0	—

Underwear.

No. 7, . . . . .	.3	3.1	9.2	55.3	91.9	97.6	100.0	—
No. 8,	34.7	68.2	91.9	98.3	100.0	100.0	100.0	—
No. 10, . . . . .	.8	1.6	3.3	13.0	37.4	87.8	100.0	—
No. 11,	—	—	—	16.1	25.8	83.9	100.0	—
No. 12,	—	—	—	13.3	33.3	66.7	100.0	—
No. 14,	7.1	7.1	7.1	35.7	78.6	100.0	100.0	—
No. 16,	—	—	—	2.1	12.8	78.7	100.0	—
No. 17,	20.0	20.0	48.0	76.0	100.0	100.0	100.0	—
Total,	9.4	18.7	28.1	52.7	75.4	94.2	100.0	—

Sweaters, Athletic Goods and Miscellaneous Products.

No. 20,	16.7	28.2	55.1	83.3	100.0	100.0	100.0	—
No. 21,	2.8	2.8	2.8	5.6	13.9	52.8	94.4	5.6
No. 23,	—	—	7.7	15.4	53.8	92.3	100.0	—
No. 24,	—	—	14.3	71.4	100.0	100.0	100.0	—
No. 27,	16.7	16.7	33.3	33.3	33.3	83.3	100.0	—
Total,	10.7	17.1	34.3	54.3	70.7	86.4	98.6	1.4
Total of all establishments.	5.5	12.5	27.1	56.7	77.5	93.8	99.9	.1

NOTE. — Data concerning hours were not available in 9 establishments.

TABLE 5 (a).—*Hours of Labor and Average Weekly Earnings.*

AVERAGE HOURS PER WEEK.	NUMBER OF WORKERS EARNING —								Total.
	Under \$3.	\$3 and under \$4.	\$4 and under \$5.	\$5 and under \$6.	\$6 and under \$7.	\$7 and under \$8.	\$8 and under \$9.	\$9 and over.	
Less than 30,	18	23	28	29	15	11	3	2	129
30 and less than 34,	10	21	27	39	37	17	9	3	163
34 and less than 38,	35	31	66	67	61	41	18	22	341
38 and less than 42,	19	44	81	145	128	117	68	89	691
42 and less than 46,	8	16	38	67	107	76	89	87	488
46 and less than 50,	2	12	25	60	71	76	72	63	381
50 and less than 54,	2	7	12	19	26	34	25	17	142
54 and over,	—	—	—	—	1	1	—	—	2
Total,	94	154	277	426	446	373	284	283	2,337

NOTE. — Data concerning hours were not available for 1,123 workers.

TABLE 5 (b).—*Hours of Labor and Average Weekly Earnings
(Cumulative).*

AVERAGE HOURS PER WEEK.	PER CENT. OF WORKERS EARNING —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
Less than 30,	14.0	31.8	53.5	76.0	87.6	96.1	98.4	1.6
30 and less than 34,	6.1	19.0	35.6	59.5	82.2	92.6	98.2	1.8
34 and less than 38,	10.3	19.4	38.7	58.4	76.2	88.3	93.5	6.5
38 and less than 42,	2.7	9.1	20.8	41.8	60.3	77.3	87.1	12.9
42 and less than 46,	1.6	4.9	12.7	26.4	48.4	63.9	82.2	17.8
46 and less than 50, . . . . .	.5	3.7	10.2	26.0	44.6	64.6	83.5	16.5
50 and less than 54,	1.4	6.3	14.8	28.2	46.5	70.4	88.0	12.0
54 and over,	—	—	—	—	50.0	100.0	100.0	—
Total,	4.0	10.6	22.5	40.7	59.8	75.7	87.9	12.1

NOTE. — Data concerning hours were not available for 1,123 workers.

TABLE 6. — *Fluctuation of Employment among 3,460 Workers: by Occupations.*

OCCUPATIONS.	PER CENT. OF WORKERS EMPLOYED FOR SPECIFIED NUMBER OF MONTHS —											
	12	11	10	9	8	7	6	5	4	3	2	1
Machine seaming and finishing,												
Knitting,	10.4	34.3	47.1	50.5	53.6	58.4	62.9	67.4	73.9	79.5	86.4	100
Looping and transferring,	8.0	38.5	50.1	54.7	60.0	64.0	69.4	72.2	77.5	83.2	90.2	100
Winding,	4.2	38.9	49.2	53.9	58.9	60.8	65.8	70.3	74.5	80.8	87.1	100
Inspecting,	6.0	26.3	37.0	42.0	47.3	52.0	55.2	58.7	65.8	76.2	82.2	100
Mending,	1.2	32.9	42.7	45.1	50.0	52.4	57.3	61.6	68.3	70.7	76.2	100
Hand finishing and embroidery,	17.0	44.4	54.8	58.5	60.7	67.4	70.4	74.8	79.3	83.0	88.9	100
Folding and boxing,	7.8	31.3	38.3	43.0	46.1	52.3	56.3	59.4	64.1	74.2	86.7	100
Cutting,	4.5	42.7	48.2	51.8	54.5	60.0	71.8	75.5	79.1	82.7	89.1	100
Pressing,	2.1	45.8	60.4	60.4	62.5	62.5	70.8	72.9	83.3	87.5	91.7	100
Boarding,	5.4	24.3	35.1	37.8	43.2	48.6	51.4	56.8	73.0	81.1	83.8	100
Taping,	—	20.7	31.0	31.0	34.5	34.5	41.4	51.7	65.4	72.4	86.2	100
Rib-cutting,	—	23.1	26.9	34.6	38.5	42.3	42.3	42.3	65.4	76.9	80.8	100
Miscellaneous,	13.2	37.5	54.2	62.5	62.5	66.7	66.7	66.7	70.8	70.8	75.0	100
Occupation not specified,	.3	39.7	46.7	48.9	52.7	57.4	60.6	63.1	68.8	74.8	84.5	100
Total,	7.5	37.5	48.0	51.9	56.0	60.3	64.8	68.4	74.4	80.3	87.6	100

TABLE 7. — *Fluctuation of Employment among 3,460 Workers: by Establishments.
Hosiery.*

ESTABLISHMENTS.	PER CENT. OF WORKERS EMPLOYED FOR SPECIFIED NUMBER OF MONTHS.											
	12	11	10	9	8	7	6	5	4	3	2	1
No. 1.	.5	37.7	43.0	45.0	48.8	50.7	55.0	58.9	65.1	71.6	80.3	100
No. 2.	—	45.7	52.8	58.0	63.0	65.4	70.4	75.3	78.0	83.0	91.9	100
No. 3.	20.8	50.0	59.1	63.6	68.2	72.7	77.3	78.9	83.4	86.7	92.0	100
No. 4.	3.1	25.2	46.9	53.5	59.8	65.0	70.5	73.2	76.4	84.6	91.7	100
No. 5.	23.8	40.6	44.4	46.9	49.0	55.2	61.5	66.5	75.3	82.4	87.0	100
No. 6.	3.0	12.1	19.2	24.2	34.3	39.4	42.4	42.4	51.5	65.7	79.8	100
Total,	7.8	33.9	47.6	51.7	56.4	60.2	65.1	68.6	73.7	80.1	87.7	100
Underwear.												
No. 7.	3	53.2	62.6	66.7	70.7	76.4	78.8	81.5	87.5	91.2	93.6	100
No. 8.	31.8	48.9	59.7	64.2	65.3	72.2	74.4	77.3	81.8	86.4	91.5	100
No. 9.	—	28.8	58.2	64.7	69.9	77.8	79.7	84.3	88.2	90.8	95.4	100
No. 10.	—	22.0	36.6	38.2	41.5	43.1	51.2	55.3	64.2	69.9	70.7	100
No. 11.	1.0	57.7	67.3	70.2	73.1	75.0	79.8	83.7	89.4	94.2	95.2	100
No. 12.	14.3	51.6	57.1	59.3	61.5	63.7	69.2	74.7	82.4	89.0	94.5	100
No. 13.	1.2	54.3	65.4	68.3	67.9	69.1	72.8	75.3	79.0	79.0	84.0	100
No. 14.	18.5	36.9	46.2	49.2	53.3	56.9	60.0	63.1	69.2	83.1	86.2	100
No. 15.	—	25.0	55.8	61.5	71.2	75.0	76.9	76.9	80.8	88.5	90.4	100
No. 16.	—	55.3	70.2	72.3	78.7	83.1	89.4	93.6	95.7	95.7	97.9	100
No. 17.	—	7.7	42.3	57.7	65.4	65.4	65.4	65.4	65.4	65.4	65.4	100
Total,	7.0	43.8	57.9	61.8	65.3	70.0	73.5	76.8	82.2	86.7	89.8	100

Sweaters, Athletic Goods and Miscellaneous Products.

No. 18,	-	13.8	22.5	24.6	28.3	35.5	42.0	46.4	54.3	63.0	76.1	100
No. 19,	4.8	12.5	20.2	24.0	28.8	34.6	38.5	41.3	58.7	65.4	76.9	100
No. 20,	5.0	20.0	25.0	27.5	30.0	33.8	36.3	42.5	47.5	62.5	73.8	100
No. 21,	14.9	29.9	32.8	37.3	43.3	50.7	11.2	67.2	73.1	76.1	83.6	100
No. 22,	-	-	4.4	4.4	6.7	6.7	15.6	24.4	37.8	42.2	60.0	100
No. 23,	17.9	35.7	42.9	42.9	42.9	50.0	50.0	53.6	67.9	75.0	89.3	100
No. 24,	-	-	50.0	60.0	60.0	60.0	70.0	70.0	80.0	90.0	100.0	100
No. 25,	55.0	60.0	75.0	80.0	80.0	90.0	95.0	95.0	95.0	100.0	100.0	100
No. 26,	31.3	37.5	43.8	43.8	43.8	43.8	43.8	50.0	62.5	68.8	87.5	100
No. 27,	-	-	-	-	-	-	-	16.7	33.3	50.0	50.0	100
Total,	7.6	18.3	26.7	29.6	32.3	38.2	43.7	48.5	53.4	66.4	78.1	100
Total of all establishments,	7.5	37.5	48.0	51.9	56.0	60.3	64.3	68.4	74.4	80.3	87.0	100

DIAGRAM I.

Curve showing Per Cent. of Employment for Women Workers in Hosiery, Underwear and Sweater and Miscellaneous Factories.

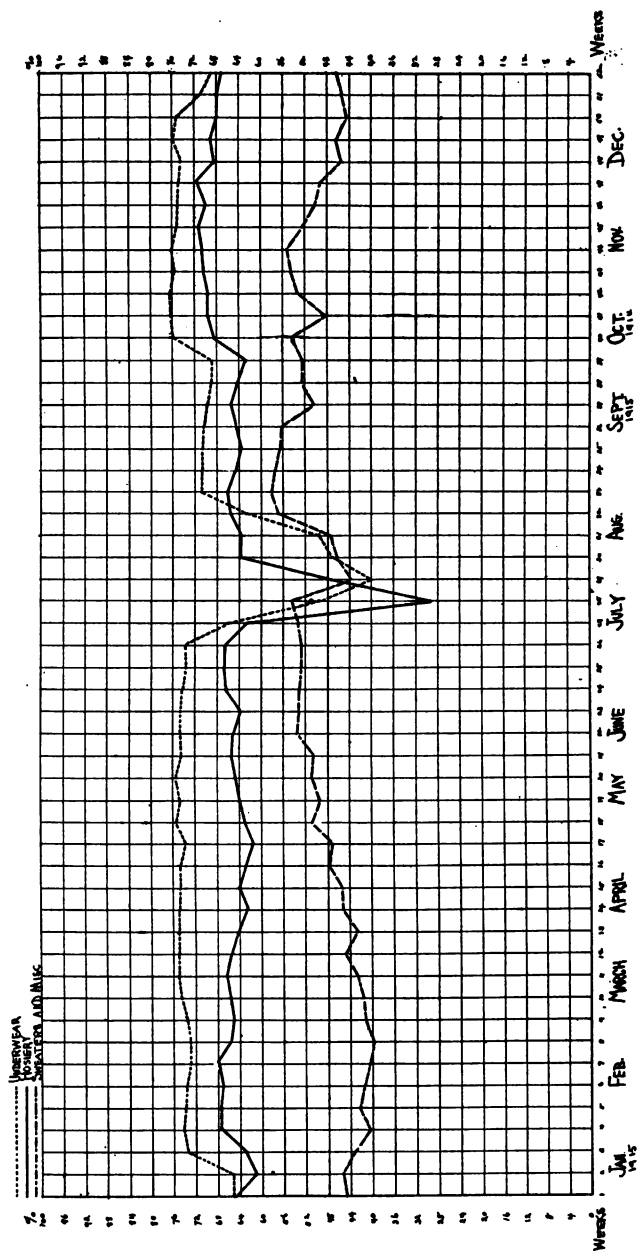


TABLE 8 (a). — *Average Weekly Earnings: by Age Groups.*

AGE.	NUMBER OF WORKERS EARNING —								Total.
	Under \$3.	\$3 and under \$4.	\$4 and under \$5.	\$5 and under \$6.	\$6 and under \$7.	\$7 and under \$8.	\$8 and under \$9.	\$9 and over.	
14 and less than 16, .	13	20	9	8	—	—	—	—	50
16 and less than 18, .	3	33	49	59	31	21	8	3	207
18 and less than 21, .	2	14	37	70	93	88	63	33	400
21 and less than 25, .	2	11	41	63	103	79	70	63	432
25 and less than 30, .	3	2	13	25	43	51	47	48	232
30 and less than 35, .	—	2	6	10	25	21	25	30	119
35 and less than 40, .	—	—	3	10	15	21	12	22	83
40 and less than 45, .	1	1	4	14	8	14	10	11	63
45 and less than 50, .	—	3	2	12	9	7	4	8	45
50 and less than 55, .	—	—	4	2	6	7	2	3	24
55 and less than 60, .	—	2	1	4	5	1	1	1	15
60 and over, . . .	—	1	3	1	3	1	—	1	10
Total, . . .	24	89	172	278	341	311	242	223	1,680

NOTE. — Data for age were not available for 1,780 workers.

TABLE 8 (b). — *Average Weekly Earnings: by Age Groups (Cumulative).*

AGE.	NUMBER OF WORKERS EARNING —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
14 and less than 16, .	13	33	42	50	50	50	50	—
16 and less than 18, .	3	36	85	144	175	196	204	3
18 and less than 21, .	2	16	53	123	216	304	367	33
21 and less than 25, .	2	13	54	117	220	299	369	63
25 and less than 30, .	3	5	18	43	86	137	184	48
30 and less than 35, .	—	2	8	18	43	64	89	30
35 and less than 40, .	—	—	3	13	28	49	61	22
40 and less than 45, .	1	2	6	20	28	42	52	11
45 and less than 50, .	—	3	5	17	26	33	37	8
50 and less than 55, .	—	—	4	6	12	19	21	3
55 and less than 60, .	—	2	3	7	12	13	14	1
60 and over, . . .	—	1	4	5	8	9	9	1
Total, . . .	24	113	285	563	904	1,215	1,457	223

NOTE. — Data for age were not available for 1,780 workers.

TABLE 9. — *Average Weekly Earnings: by Years of Experience.*

YEARS OF EXPERIENCE.	NUMBER OF WORKERS EARNING —								Total.
	Under \$3.	\$3 and under \$4.	\$4 and under \$5.	\$5 and under \$6.	\$6 and under \$7.	\$7 and under \$8.	\$8 and under \$9.	\$9 and over.	
Less than 1,	14	38	40	33	26	16	6	3	176
1 and less than 2,	3	13	18	27	27	15	10	5	118
2 and less than 3,	1	9	18	40	43	38	30	11	190
3 and less than 4,	1	3	19	37	31	42	32	22	187
4 and less than 5,	1	1	6	16	29	36	33	17	139
5 and less than 6,	—	1	3	9	17	18	22	19	89
6 and less than 7,	—	2	3	7	23	17	11	30	93
7 and less than 8,	—	1	—	5	11	8	13	19	57
8 and less than 9,	—	—	—	5	12	7	15	14	53
9 and less than 10,	—	1	3	2	9	11	5	8	39
10 and less than 11,	1	—	1	1	13	11	11	15	53
11 and less than 12,	—	—	1	5	5	4	7	9	31
12 and less than 13,	—	—	—	4	7	10	9	13	43
13 and less than 14,	—	—	—	1	4	3	5	6	19
14 and less than 15,	—	—	3	2	4	3	2	7	21
15 and over,	—	1	8	14	19	25	17	26	110
Total,	21	70	123	208	280	264	228	224	1,418

NOTE. — Data concerning years of experience were not available for 2,042 workers.

TABLE 10. — *Home Conditions and Average Weekly Earnings
(Cumulative).*

HOME CONDITIONS.	NUMBER OF WORKERS EARNING —							
	Under \$3.	Under \$4.	Under \$5.	Under \$6.	Under \$7.	Under \$8.	Under \$9.	\$9 and over.
Living at home,	23	111	273	526	836	1,126	1,343	217
Living away from home,	1	2	15	45	87	124	158	26
Total,	24	113	288	571	923	1,250	1,501	243

NOTE. — Data concerning home conditions were not available for 1,716 workers.

TABLE 11. — *Home Conditions for 1,676 Employees: by Age Groups.*

AGE.	NUMBER AND PER CENT. OF WORKERS —				TOTAL.	
	LIVING AT HOME.		LIVING AWAY FROM HOME.			
	Number.	Per Cent.	Number.	Per Cent.	Number.	Per Cent.
14 and less than 16, . . .	50	100.0	—	—	50	100
16 and less than 18, . . .	202	97.6	5	2.4	207	100
18 and less than 21, . . .	373	93.5	26	6.5	399	100
21 and less than 25, . . .	373	86.9	56	13.1	429	100
25 and less than 30, . . .	200	86.2	32	13.8	232	100
30 and less than 35, . . .	104	87.4	15	12.6	119	100
35 and less than 40, . . .	69	83.1	14	16.9	83	100
40 and less than 45, . . .	52	82.5	11	17.5	63	100
45 and less than 50, . . .	38	84.4	7	15.6	45	100
50 and less than 55, . . .	17	70.8	7	29.2	24	100
55 and less than 60, . . .	13	86.7	2	13.3	15	100
60 and over,	7	70.0	3	30.0	10	100
Total,	1,438	89.4	178	10.6	1,676	100

NOTE. — Data for age and home conditions were not available for 1,784 workers.

